



The Norland Code of Professional Responsibilities

It is expected that each Norlander shall act at all times in such a manner as to justify trust and confidence. This applies during the three-year full time training course and thereafter whilst working with children and their families.

As a Student or qualified Norlander he/she will:

1. Recognise the rights and needs of the child are paramount.
2. Strive to provide the very best experiences for children in their formative years, motivating them and inspiring them to succeed.
3. Ensure the safety and well-being of children with whom they work.
4. Ensure that all practices are carried out in accordance with the training given at Norland, current government guidelines and legislation.
5. Undertake CPD in order to engage with relevant and current frameworks, best practice and legislation.
6. Ensure the physical, emotional, care and educational needs of all children are met to the highest standards.
7. Adhere to safeguarding, inclusion and diversity, health and safety and current legislation.
8. When managing children's behaviour, provide positive strategies for children to promote their understanding. Under no circumstances should a child be physically or emotionally punished.
9. Respect the individuality of all families and provide support in enabling all children to reach their full potential.
10. Recognise the central and enduring role of families in a child's life.
11. Respect the customs, values and spiritual beliefs of families and children.
12. Behave in a manner which reflects the values of Norland: professionalism and respect in all areas of their work.
13. Work in a collaborative and cooperative manner with other professionals and voluntary agencies, recognising their particular contributions for the care of the children and their families.
14. Make known to an appropriate person or authority any conscientious objection that may be relevant to professional practice.
15. Avoid any abuse of the privileged relationship that exists with their employer and of privileged access allowed to the property, residence or workplace. Any instances of gross misconduct in connection with their employment will lead to instant dismissal.
16. Immediately inform their employer and Norland College if circumstances change which might affect their Disclosure and Barring Service (DBS) status.
17. Respect confidential details, including information about employers, obtained in the course of professional practice and refrain from disclosing such information without the consent of the employer/child or a person entitled to act on his/her behalf except where disclosure is required by law or by the order of a court or is necessary in the interests of the child.
18. Ensure professionalism, integrity and confidentiality when using social networking sites. Only take photographs or videos of charges with the prior consent of the child(ren)'s parent/carer. Under no circumstances post any photographs or videos of charges on any networking or other social media websites.



19. Refuse to accept any gift, favour or hospitality, which might be interpreted as seeking to exert undue influence to obtain preferential consideration.
20. Avoid the use of professional qualifications in the promotion of commercial products which could compromise the independence of professional judgement on which families and the child rely.

This Code of Professional Responsibilities forms a basis for any disciplinary process.

The Code of Professional Responsibilities is subject to review by Norland. Suggestions and comments for consideration in the review will be welcomed in order to maintain quality provision and relevance. Students and qualified Norlanders have a duty to check the Norland website on a regular basis to ensure that they are up to date with any changes or modifications to this code.